



HQ Air Force Personnel Center



Airman Assignments

**CMSgt Carl McCoy
AFPC/DPAA**



OVERVIEW

AFPC



ASSIGNMENTS

MANNING/READINESS

CURRENT ISSUES

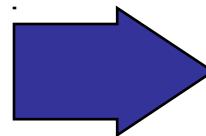


TEAM ASSIGNMENTS

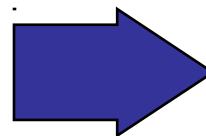
AFPC



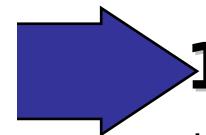
- 2 Personnel Officers**
- 4 Civilians**
- 84 Enlisted**
- 10 Backshop Personnel**
- 22 Functional Advisors**
- 50 Asgmt NCOs**
- 2 Info Mgrs**



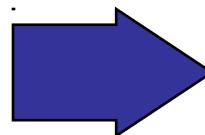
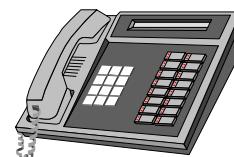
**276,305
ENLISTED**



**91,500
ASGMTS/YR**



**1.2M INCOMING
EMAILS/YR**



**500K+
CALLS/YR**

Ratio 1 - 7,000

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Team Players



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MPF/CSS



COMMANDER



MAJCOM



MEMBER

Our Core Values

Primary Focus

- Man the Air Force**
- Mission priorities**
- Resource distribution**
- Fiscal responsibility**

- Take care of people**
- Fairness & Equity**
- Sensitivity**
- Visibility**



Worldwide Commitments

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Pacific

11%
Short: 10,778
Long: 28,679

CONUS

79%
Perm: 261,614
STP: 35,366

Europe

Short: 3,504 **9%**
Long: 30,970

Other

Short: 577
Long: 232
1%

The Basic Rules



Assignment Eligibility

Time On Station

First Term Airman

CONUS-to-CONUS = 12 months

CONUS-to-O/S = 12 months

Career Airman

CONUS-to-CONUS = 36 months

CONUS-to-O/S = 24 months

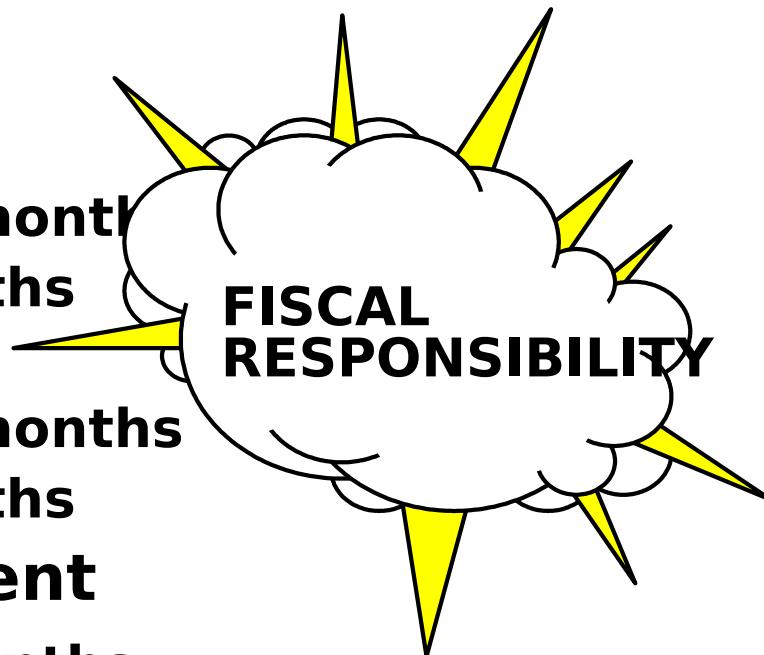
Retainability Requirement

CONUS-to-CONUS = 24 months

O/S-to-CONUS = 12 months

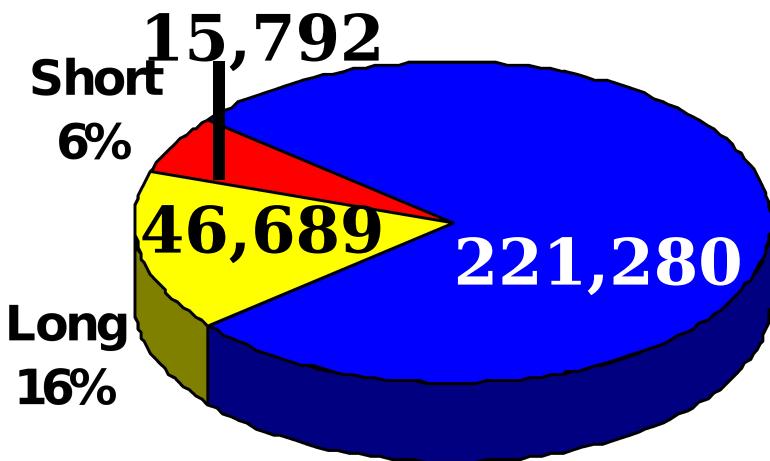
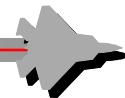
CONUS-to-O/S = enough to complete tour length

Other Requirements

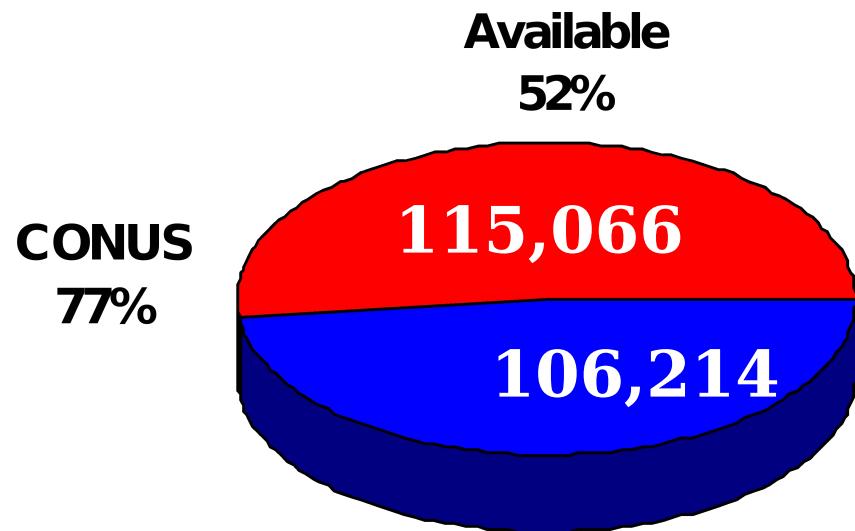


Assignment Availability

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**ASSIGNMENT
AREA**



**AVAILABILITY FOR
OVERSEAS ASSIGNMENT**

EQUAL

AFPC

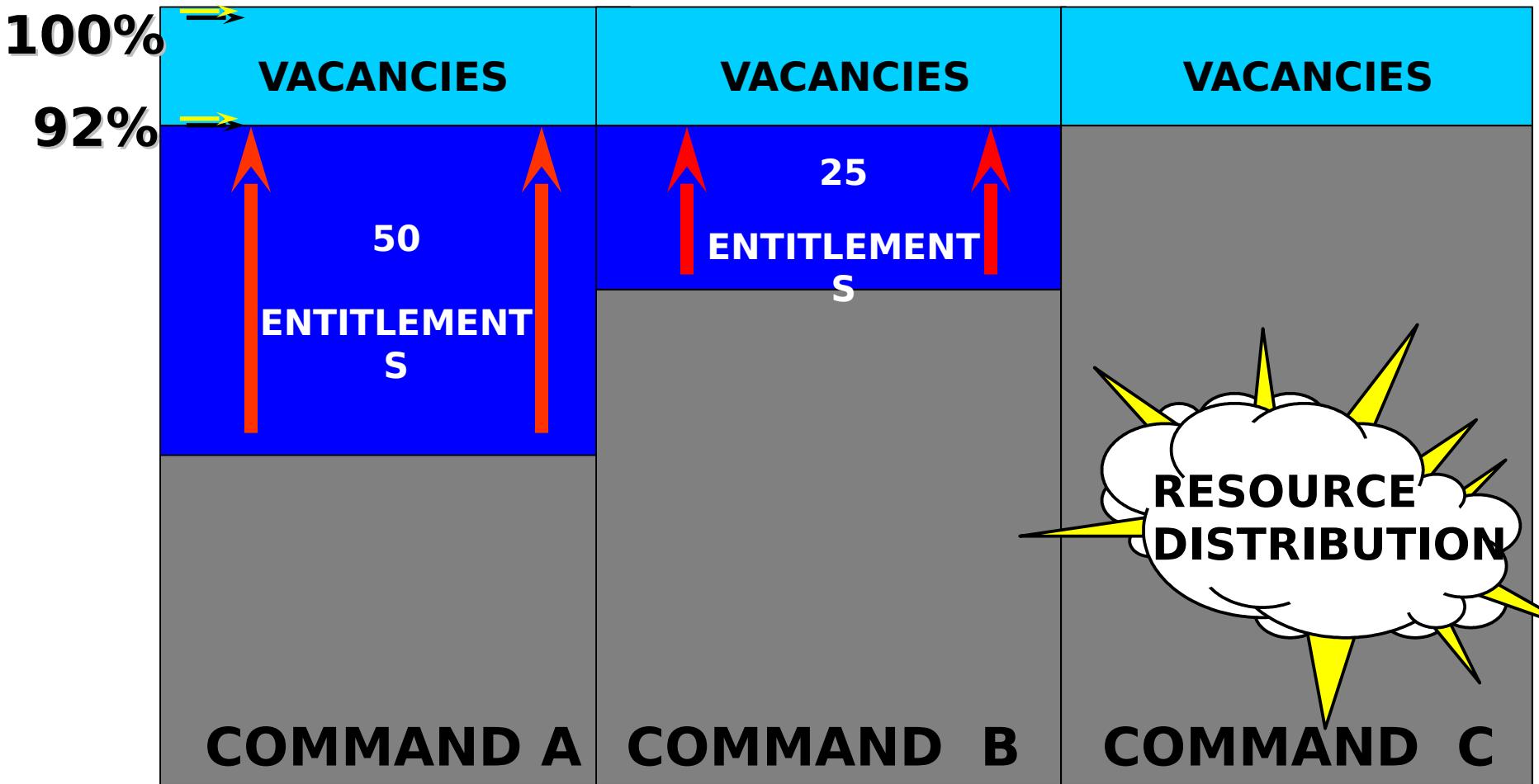


- Advertises for rotational assignments
- Provides “manning need” visibility
- Troops need to be involved
- Preferences must be tailored to requirements

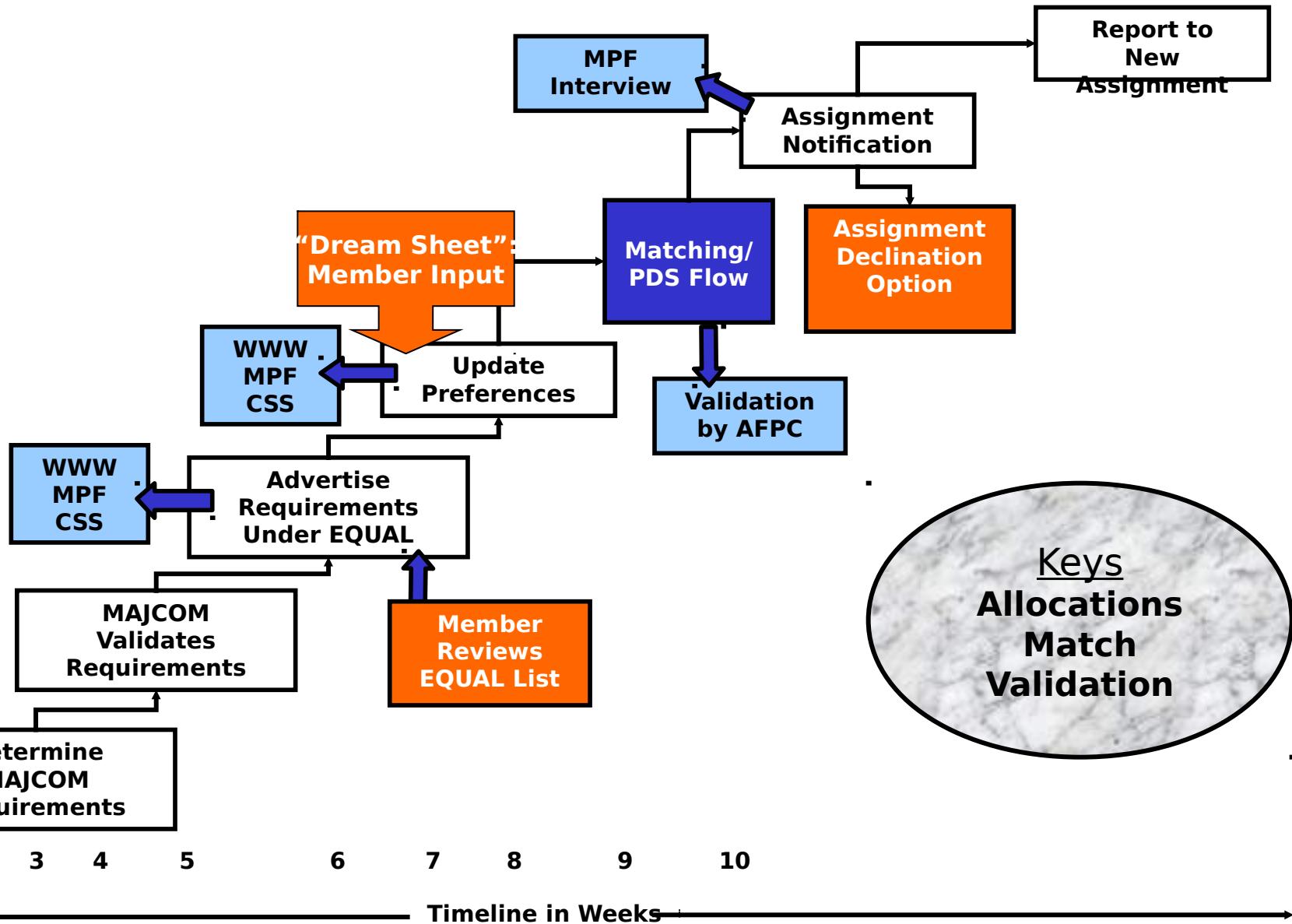


“Entitlement vs Vacancy”

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EQUAL Overseas Cycle



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The Process “Overseas Allocation Cycle Schedule”



<u>RNLTD</u>	<u>AVAILABLE TO CUSTOMER</u>	<u>PREF DUE</u>	<u>PDS FLOW</u>
APR/MAY/JUN 05	3 AUG 04	19 AUG 04	26 AUG 04
JUL/AUG/SEP 05	2 NOV 04	18 NOV 04	26 NOV 04
OCT/NOV/DEC 05	1 FEB 05	17 FEB 05	25 FEB 05
JAN/FEB/MAR 05	4 MAY 05	21 MAY 05	28 MAY 05

**NOTE: DATES SUBJECT TO CHANGE DUE TO SYSTEM
AVAILABILITY**

“Overseas Selection Priority”

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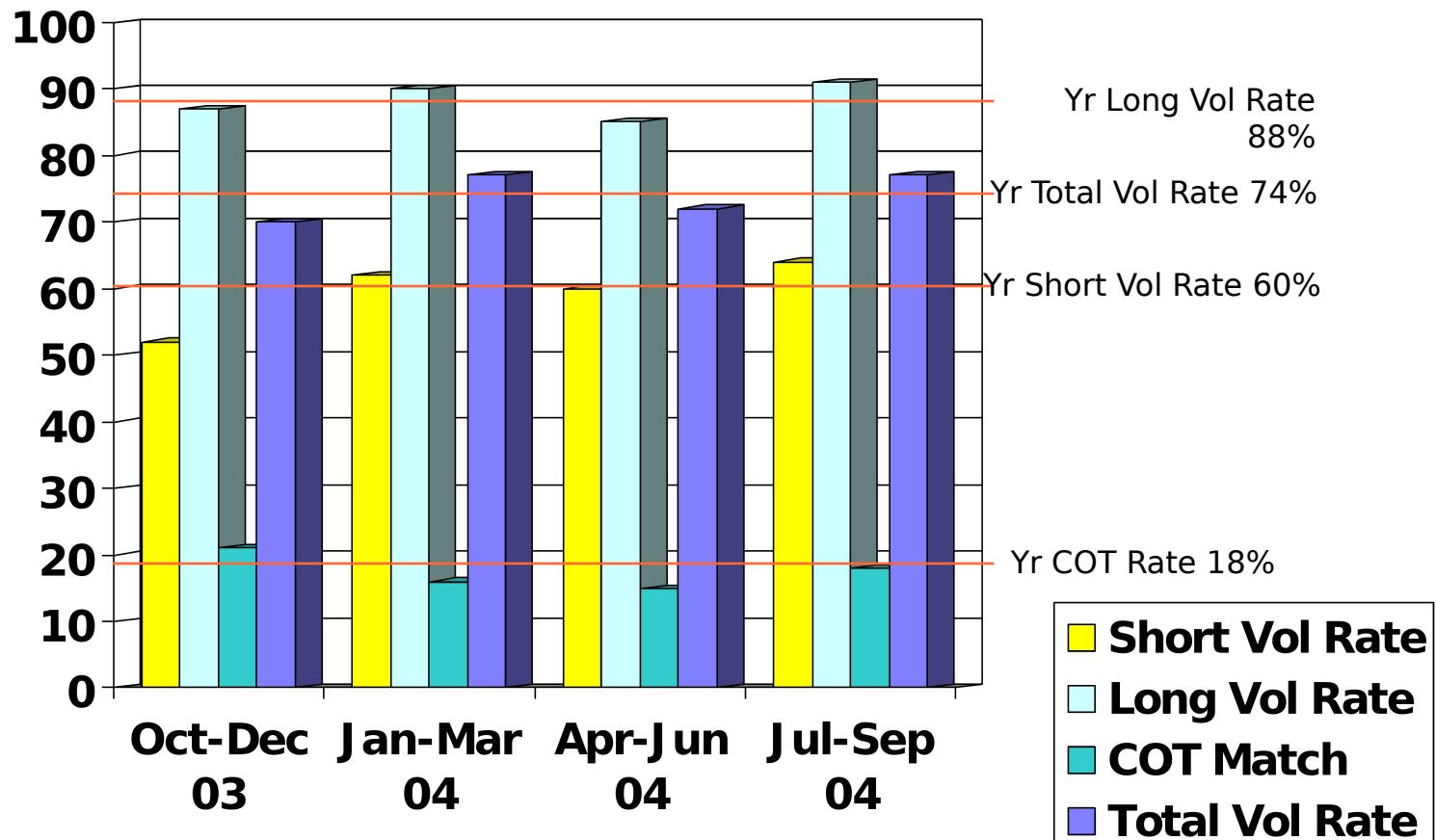
- COT Volunteers**
- CONUS Volunteers**
 - Short Tour Volunteer**
 - Extended Tour Volunteer**
 - Standard Tour Volunteer**
- Non-Volunteers**
 - By ODSD for Long Tour Selections**
 - By Fewest # of Short Tours and**



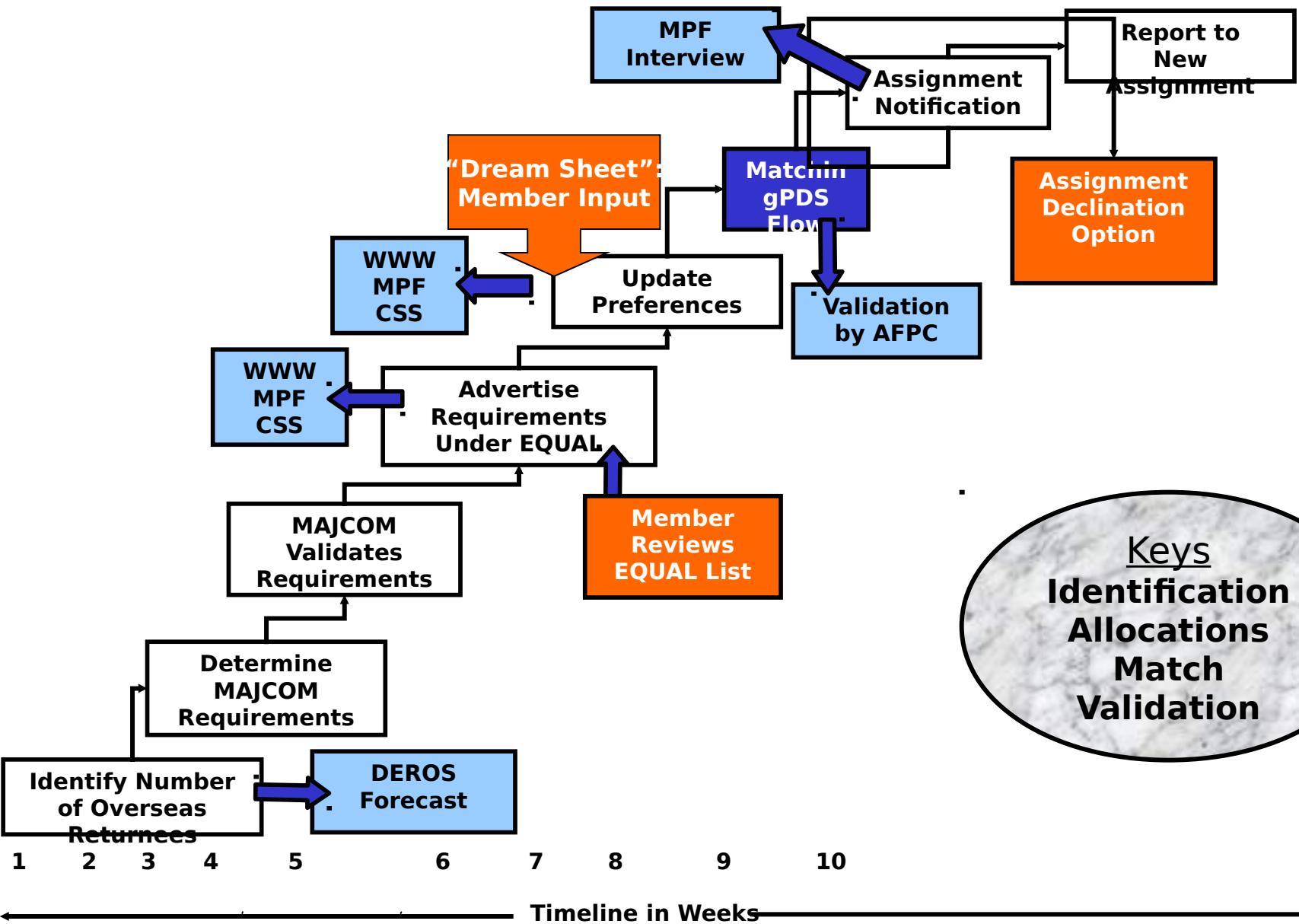
*Note: We select short tour assignments
STRD for short tour
Selections **FIRST!***

Overseas Volunteer Rates

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EQUAL Overseas Returnee Process



Keys
Identification
Allocations
Match
Validation

The Process “Returnee Allocation Cycle Schedule”



<u>DEROS</u>	<u>AVAILABLE TO CUSTOMER</u>	<u>PREF DUE</u>	<u>PDS FLOW</u>
NOV/DEC/JAN 05	13 JUL 04	29 JUL 04	6 AUG 04
FEB/MAR/APR 05	11 OCT 04	28 OCT 04	5 NOV 04
	11 JAN 05		
MAY/JUN/JUL 05	20 APR 05	27 JAN 05	04 FEB 05
AUG/SEP/OCT 05	NOTES SUBJECT TO CHANGE AVAILABILITY	30 APR 05	7 MAY 05

**AUG/SEP/OCT SUBJECT TO CHANGE DUE TO SYSTEM
05 AVAILABILITY 30 APR 05**

“Overseas Returnee Selection Priority”

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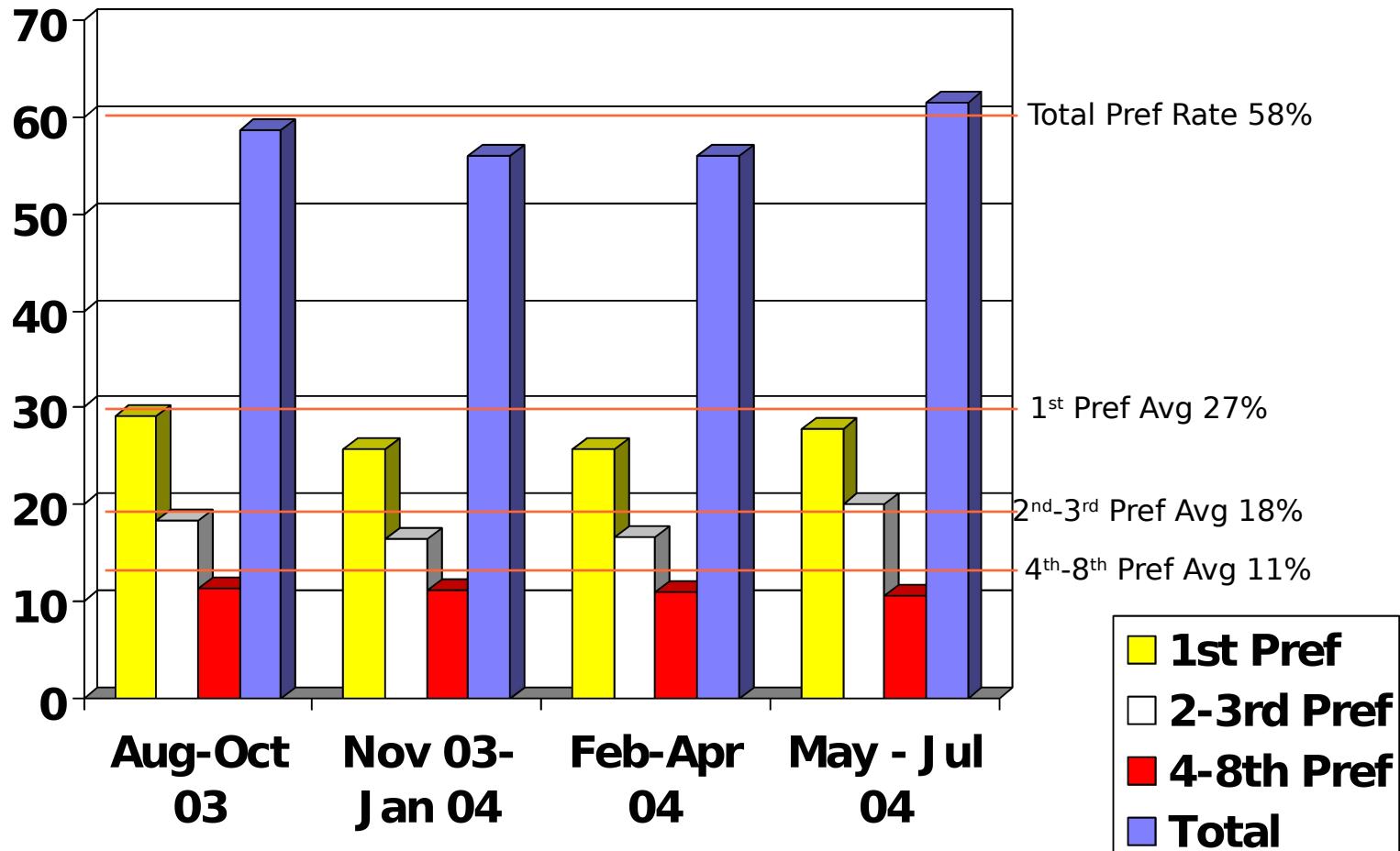
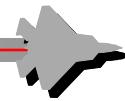
- Short Tour Returnees (Unaccompanied)**
 - 17 month or less dependent restricted tour
 - All other 17 month or less tours

- All Other Returnees**
 - 18 month or more tour, regardless of accompanied



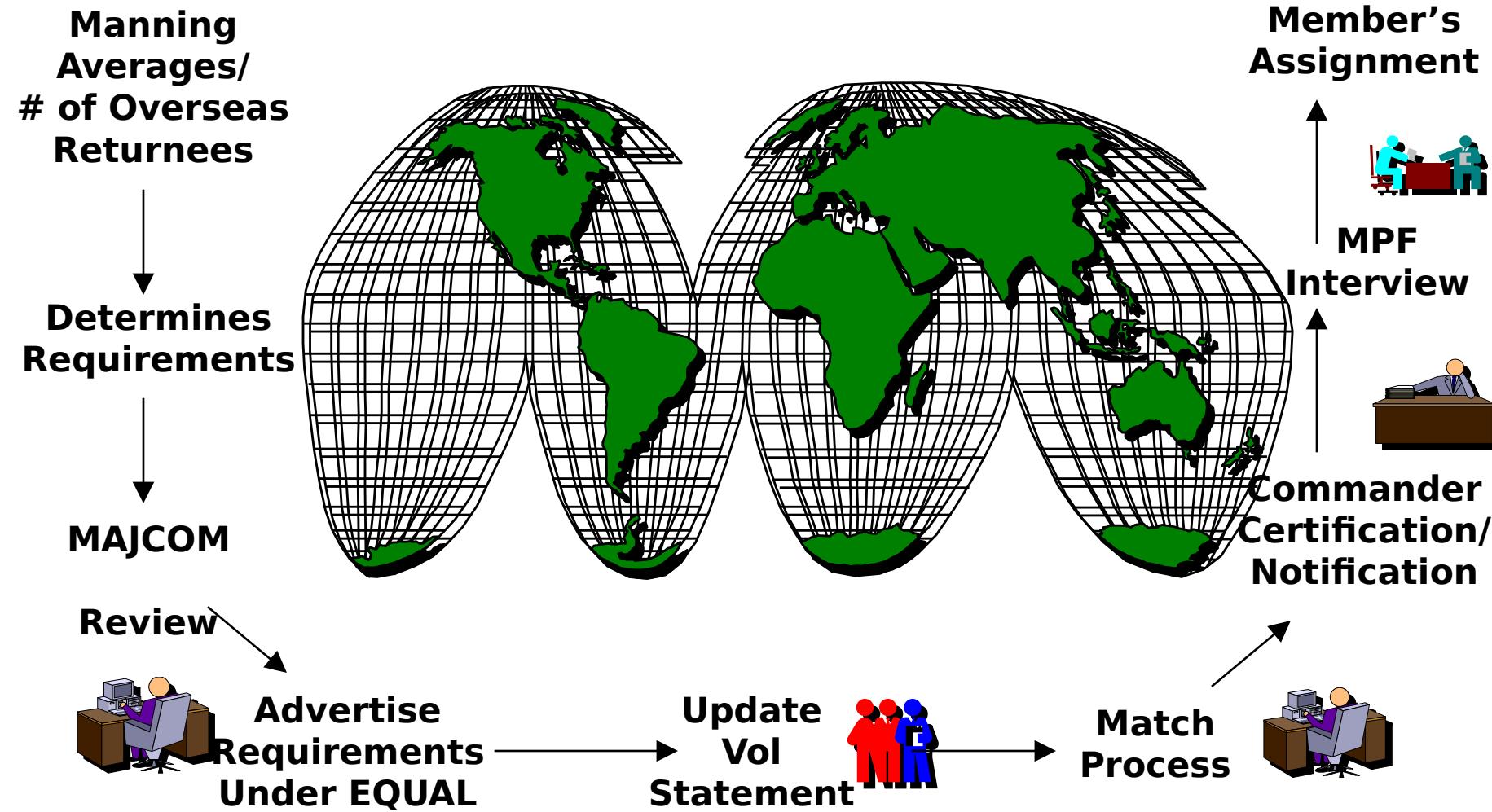
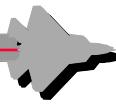
Overseas Returnees Match Rates

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The Cycle

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**Manning
Averages/
of Overseas
Returnees**

**Determines
Requirements**

MAJCOM

Review



**Advertise
Requirements
Under EQUAL**

**Update
Vol
Statement**



**Match
Process**



**Member's
Assignment**

**MPF
Interview**



**Commander
Certification/
Notification**

“EQUAL-Plus”

AFPC



- Advertises unique assignments**
 - Special duties**
 - Joint/Departmental duties**
 - Short notice assignments**
 - CMSgt assignments**
- Provides job description/qualifications**
 - Locations**
 - Points of contact**
 - Vol by date**
- Updated weekly**



EQUAL-Plus Process



- Job advertised for a minimum of 15-30 Days**
- Volunteers**
 - Outright volunteers for six digit job ad**
 - Volunteers for state/area/region/locale**
- Non-Volunteer(s)**
 - Overseas**
 - Most eligible non-vol from EOS**
- CONUS**
 - Racked/stacked by DAS**
 - Availability (HYT, AAC, ALC)**

“Special Programs”

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- Voluntary Stabilized Base Assignment Program (VSBAP)**
- CONUS Exchange Program**
- Humanitarian/Exceptional Family Member Program**
- Expanded Permissive**
- Home Basing/Follow-on**
- Command Leveling**



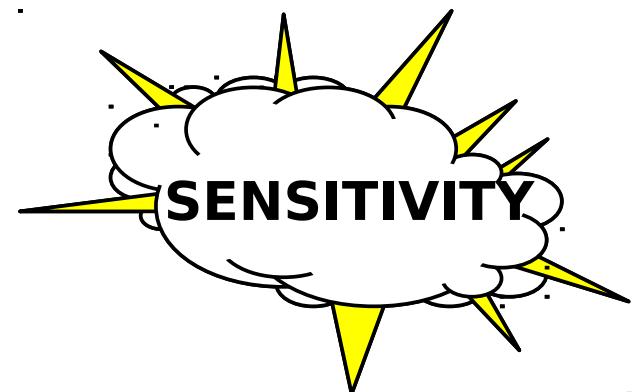
“Special Programs”

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Base of Preference Programs (BOP)

- Approved by CSAF Aug 00**
- Retention tool**
- Replaced VECAP**
- CONUS to CONUS only**



“Base of Preference”

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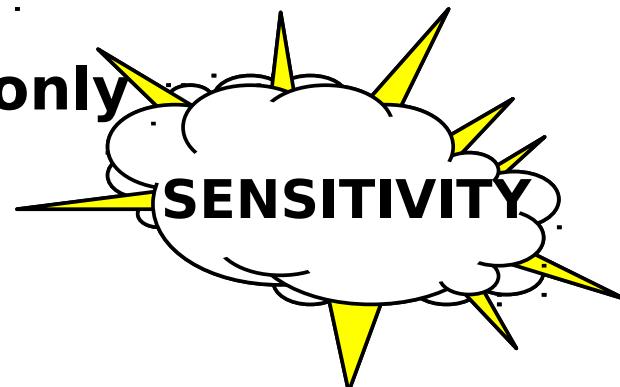


First Term Airman (FTA)

- SRP/CJR tied into the application process**
- 8 months TOS to apply - 12 months to PCS**
- OS returnees can apply**
- OS vulnerability/losing manning not factored**

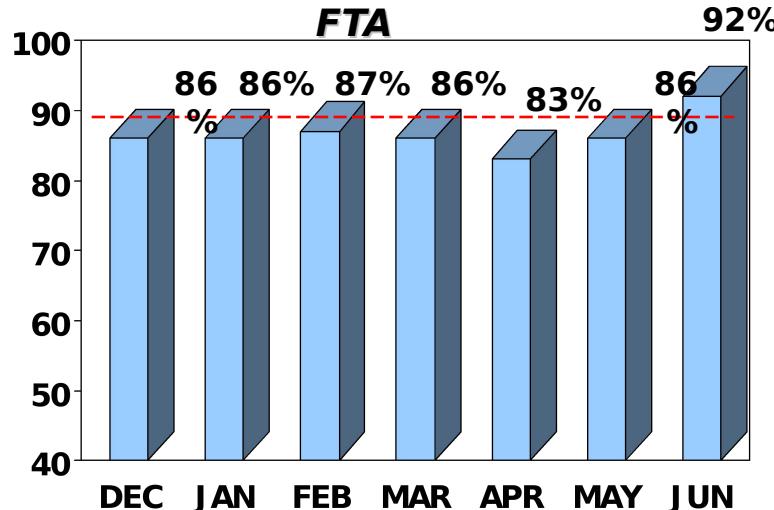
Career Airman

- 41 months TOS to apply - 48 months to PCS**
- OS vulnerability considered**
- Losing manning factored**
- Applies to CONUS personnel only**



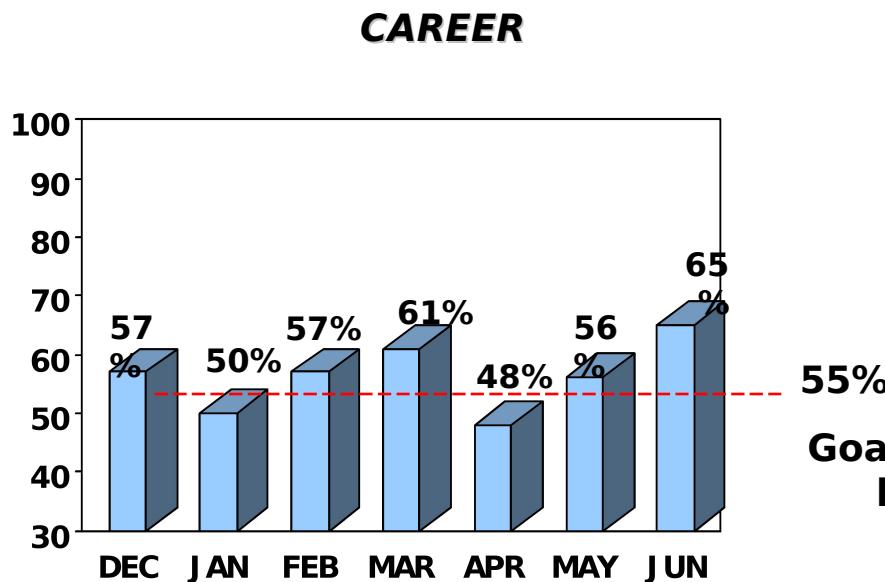
Base of Preference Program Stats

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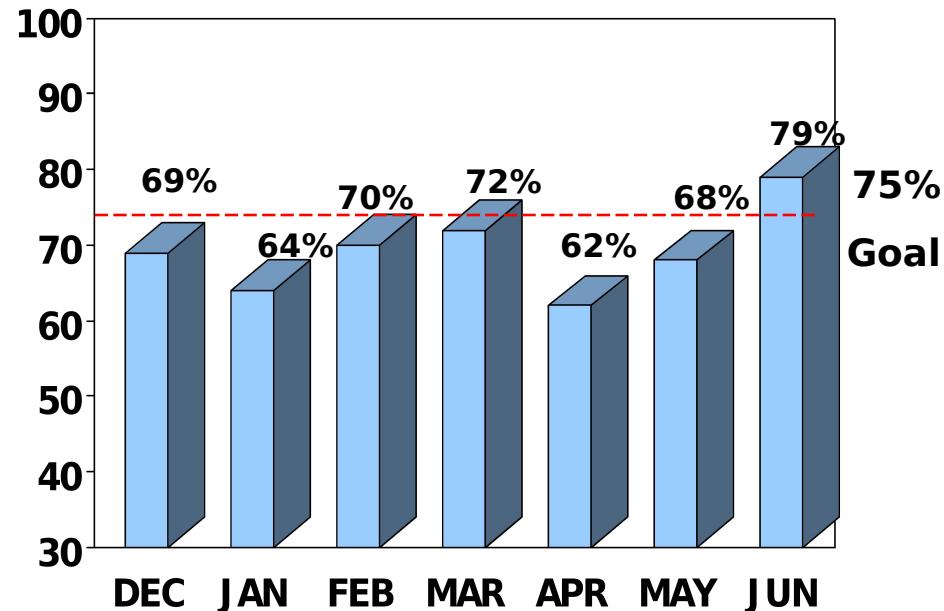


90%
Goal

OVERALL



55%
Goal



75%
Goal

Join Spouse

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- **Serve in own right**
- **Intent code is precedent over location**
- **OS volunteers selected only if spouse meets requirement within 6 months of RNLTD**
- **Spouse considered for non-vol selections**
- **Concurrent short tours (join spouse intent code “A”)**
- **Do not normally play in EQUAL Process**

Ways to help yourself

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- ✓ It's your assignment system...be familiar!**
- ✓ Lots of myths, avoid “bath room lawyers”**
- ✓ Use your chain of command**
- ✓ Exercise the system**
- ✓ Stay current on programs**
- ✓ Comply with the rules/understand timelines**
- ✓ Challenge it if it's not right**

Ways to help yourself

AFPC



- Maximize your preferences**
- If you don't want a short, don't volunteer!**
- High Time-on-station makes you “hot”**
- A “short tour” is often the doorway to somewhere else**

SUMMARY

AFPC



- Assignments is big business**
- Systems driven/Human oversight**
- Balance between mission and people**
- Visibility, fairness and equity matter**
- Common sense is a prime factor**
- “Ignorance is not bliss”**

OVERVIEW

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ASSIGNMENTS

MANNING/READINESS

CURRENT ISSUES



Competing Priorities

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OIF/OEF/GWOT

KOREA

LOW DENSITY/HIGH DEMAND

FA-22

UAV

INTEL/LANG

SPECIAL DUTY

SPECIAL OPS

MAJCOMS



**JOINT/DEPARTMENTAL
FUNCTIONAL PRIORITIZATION**

“Air Force Manning Policy”

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- Priority unit...100% or worldwide average**
- Varies by AFSC**



- Overseas**
 - Short tour--100% at Air Force expense**
 - Long tour--100% or worldwide average**
- Remaining to ~~GOALS~~ . . .fair share**
- Commands determine where**

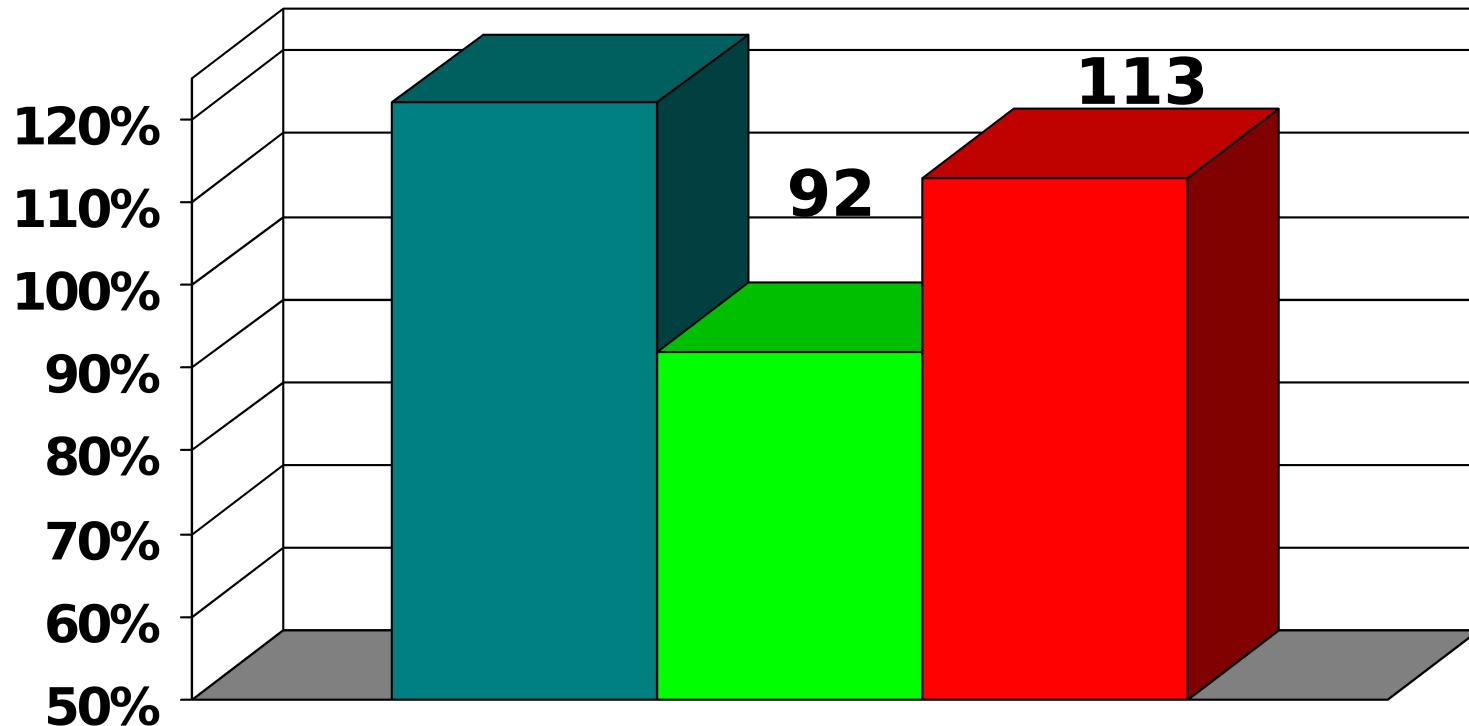


Skill Level Manning

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122



■ 3 Levels ■ 5 Levels ■ 7 Levels

Stressed Career Fields

Expeditionary Combat Support Shortages



A Partial List ...

Cryptologic Linguist

Special Investigations

Security Forces

Fuels

Imagery Analysis

Electronic Systems Security Assessment

Electronic Signal Intelligence Exploitation

Readiness

Services

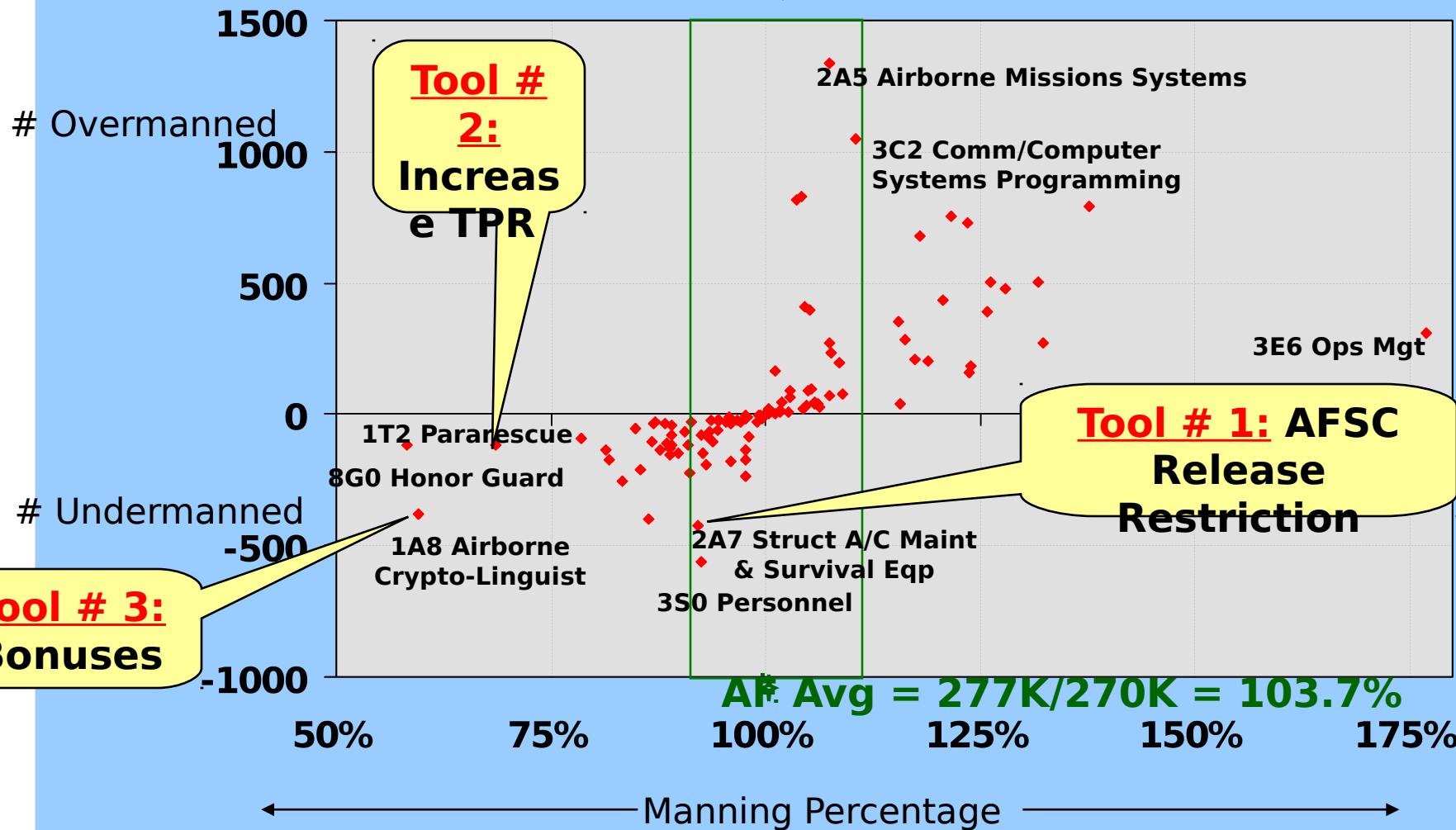
Signal Intelligence Analysis

Enlisted Manning

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Objective: Get all AFSCs in the Box!



AFSC Release

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- There is no “no-release” list
- Every request evaluated on own merit
- Special Duty Disapprovals “approved” by DPAA
- Manning Primary Consideration, but others
 - OPTEMPO/GWOT/AEF/UTC Considerations
 - Health of AFSC, e.g., High 3 levels? Training Burden?
 - Individual Status, e.g., Overseas Vulnerable?

VIEW IS TO RELEASE, BUT....

OVERVIEW

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ASSIGNMENTS

MANNING/READINESS

CURRENT ISSUES



Current Issues

AFPC



- “Selection” Process for Special Duty**
- SRBs and “other” utilization**
- Commitment to Functional Association**
- High School Senior Asgn Deferment Program**
- AEF and Assignments**
- CAREER Job Reservation Program**

Current Issues



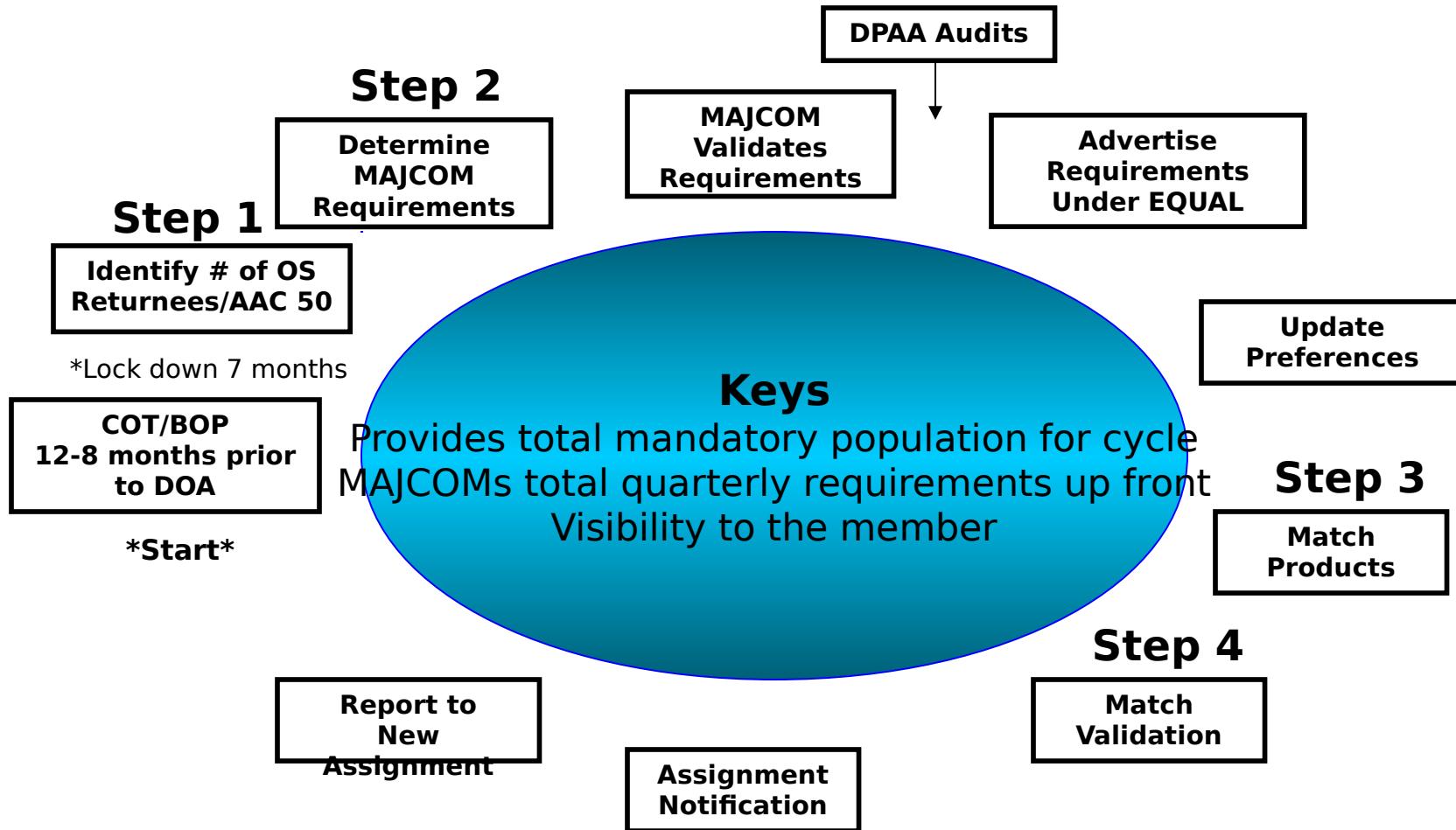
- Assignment Declination, (7-Day Option)**
- Local Manning Hires, e.g., Honor Guard, FTAC, CAA, Dorm Manager**
- CONUS Mandatory Mover Program (CONUS EQUAL)**
- Force Development**
- Customer Service Delivery**
- CAREER Job Reservation**

What's on your mind?



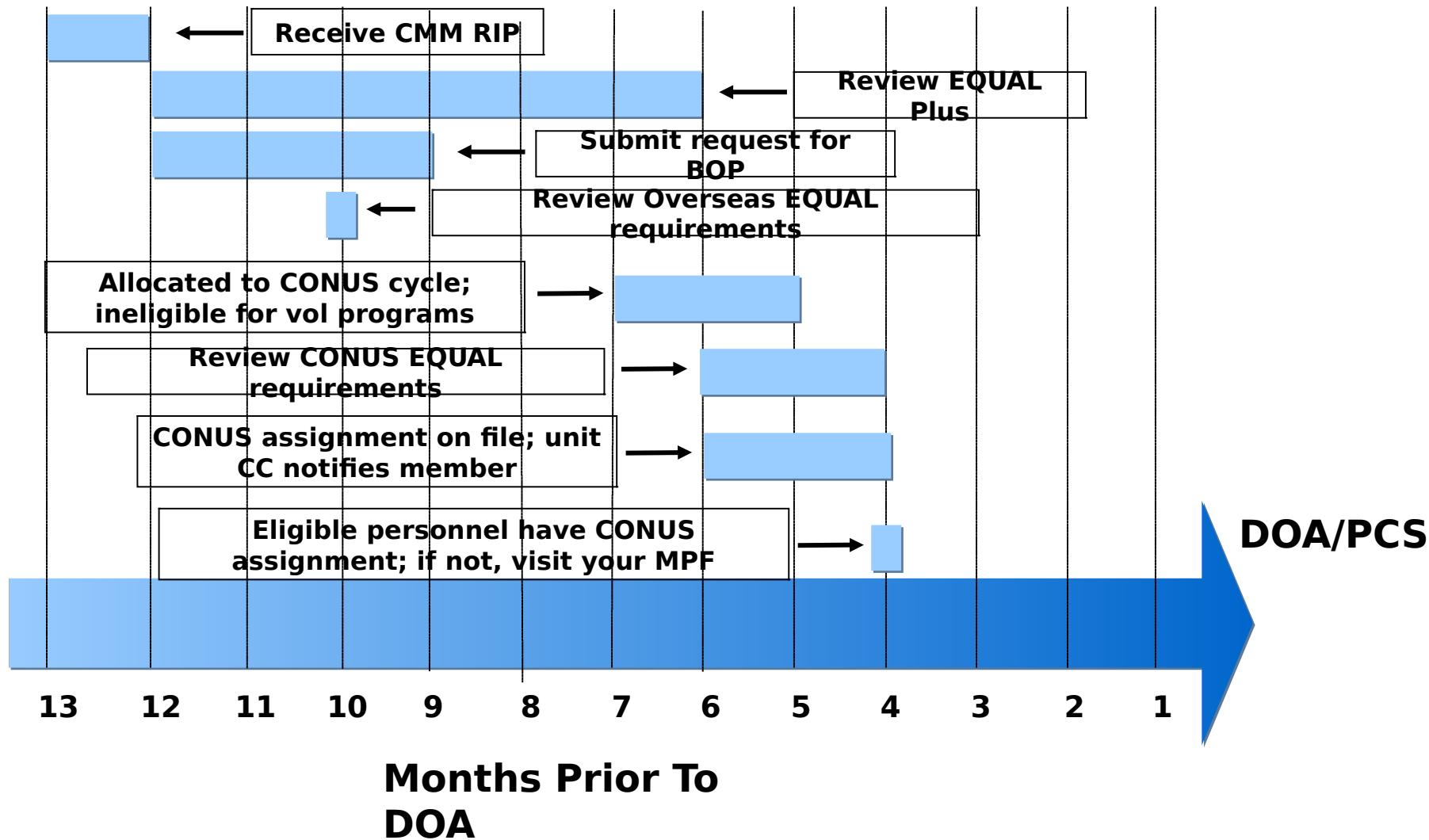
OSR/CMM EQUAL Process

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Individual CMM Timelines

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Current Assignment Issues



- CONUS Mandatory Mover Program (CMM)
- Personnel on max tours (AAC 50s) now have visibility on requirements
- Locations advertised via EQUAL with OS Returnee Cycle
- Prioritized by DOR among all CMM personnel
- Increases options available to members
- Consolidates personnel to allow MAJCOMs more accurate picture to all prioritization of fills

CMM Program Pros



Pros

- Provides a means to manage increasing population
- Consolidates 2 like processes into one cycle
- MAJCOMs can more effectively manage resources
 - Reduce leveling requirements
- Reduces assignment inquiries
- Process developed by those that work it everyday
- Supports the enlisted assignment system pillars:
Equity, Fairness, Visibility

Troops have realistic opportunity